

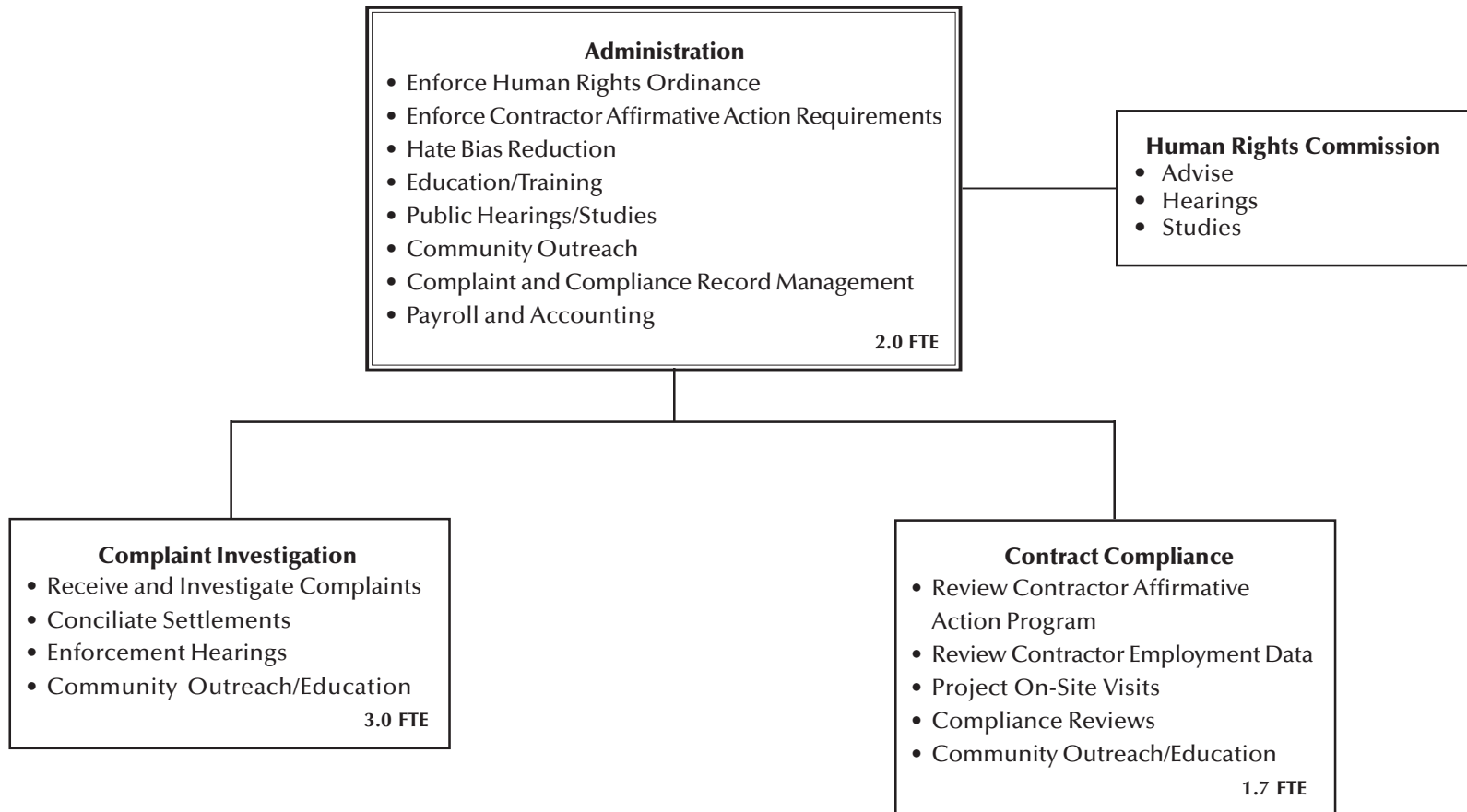
Human Rights

Mission Statement

To prevent and eliminate discrimination by: Enforcing the provisions of Chapter 183 of the Saint Paul Legislative Code (Human Rights Ordinance) and its Rules Governing Affirmative Requirements in Employment; Providing educational and training opportunities that enable recipients to create equitable living and working environments; Facilitating collaborations with and between individuals, agencies, and organizations to maximize community resources towards the prevention and elimination of prejudice, racism and discrimination.

Human Rights

(Total 6.7 FTEs)



Strategic Plan Accomplishments and 2005 Priorities

Major Accomplishments

- Accomplished a measurable increase in charges submitted by members of our Hispano community and continue to house a staff person to do intakes at CLUES every Wednesday.
- Launched the “Stop the Violence” public relations campaign in partnership with Clear Channel Communications, Minneapolis Police Department, Saint Paul Police Department, City, Inc., University of Minnesota, Somali Confederation of Minnesota and Heart of the Earth Survival School, delivering a strong message of unity and violence prevention among youth.
- Outreach to schools within the City of Saint Paul regarding prejudice, racism and discrimination.
- Increased outreach efforts in the Somali community with educational forums related to employment, education, public accommodations, public services and housing. Also increased outreach efforts with community based organizations who work directly within the Somali community.

2005 Priorities

- Fair Housing Project - Pair-testing, surveying and monitoring of banks and lending institutions on best practices and fair lending practices; Pair testing, surveying and monitoring of problem rental properties; Outreach and education will continue in a limited capacity in 2005.
- Hate-Bias Incident Response Team Network - Stop Hate! Collaborative partnerships for on-site intakes at respective community based organizations will continue in a limited capacity and as needed in 2005.
- Increase in outreach efforts with the GLBT community including Twin Cities Pride events and meetings with leadership in the community regarding effective outreach and education efforts.

Human Rights

Department/Office Director: **WILLIAM H TERRILL**

	2002 2nd Prior Exp. & Enc.	2003 Last Year Exp. & Enc.	2004 Adopted Budget	2005 Mayor's Proposed	2005 Council Addopted	Change from Mayor's Proposed	2004 Adopted
<u>Spending By Unit</u>							
001 GENERAL FUND	791,510	631,802	532,632	520,361	520,361		-12,271
050 SPECIAL PROJECTS:GEN GOV ACCTS FUND	68,371	43,163	47,614	79,119	79,119		31,505
Total Spending by Unit	859,881	674,965	580,246	599,480	599,480	0	19,234
<u>Spending By Major Object</u>							
SALARIES	584,955	468,047	399,958	422,979	422,979		23,021
SERVICES	87,020	39,261	34,657	33,448	33,448		-1,209
MATERIALS AND SUPPLIES	7,307	3,338	8,800	6,400	6,400		-2,400
EMPLOYER FRINGE BENEFITS	180,599	163,719	135,331	135,153	135,153		-178
MISC TRANSFER CONTINGENCY ETC		600	1,500	1,500	1,500		
DEBT							
STREET SEWER BRIDGE ETC IMPROVEMENT							
EQUIPMENT LAND AND BUILDINGS							
Total Spending by Object	859,881	674,965	580,246	599,480	599,480	0	19,234
Percent Change from Previous Year		-21.5%	-14.0%	3.3%	0.0%	0.0%	
<u>Financing By Major Object</u>							
GENERAL FUND	791,510	631,802	532,632	520,361	520,361		-12,271
SPECIAL FUND							
TAXES							
LICENSES AND PERMITS							
INTERGOVERNMENTAL REVENUE	22,600	60,600	26,100	59,252	59,252		33,152
FEES, SALES AND SERVICES	170	204					
ENTERPRISE AND UTILITY REVENUES							
MISCELLANEOUS REVENUE							
TRANSFERS	27,000						
FUND BALANCES			21,514	19,867	19,867		-1,647
Total Financing by Object	841,280	692,606	580,246	599,480	599,480	0	19,234
Percent Change from Previous Year		-17.7%	-16.2%	3.3%	0.0%	0.0%	

Budget Explanation

Major Changes in Spending and Financing

Creating the 2005 Budget Base

The 2004 adopted budget was adjusted to set the budget base for the year 2005. The actual 2004 salary rates were implemented and the cost of one pay day was removed because 2004 was a leap year, with one extra work day. The base includes the planned salaries and growth in fringes for 2005 for employees related to the bargaining process, and a small 2% growth for normal inflation on goods and services.

The budget base also reflects the city-wide policy decision to alter the way we account for the costs of workers' compensation: moving away from an indirect allocation method and to a direct charge approach recording each department's costs in their own department budget. Human Rights' workers' compensation are now budgeted in a central pool for small offices in the general government accounts general fund budget.

Finally, one-time 2004 spending amounts were removed from the budget base and a spending reduction was imposed on the department's adjusted general fund budget to help control city general fund spending, and meet the third round of announced cutbacks in the State's 2005 local government aid funding.

Mayor's Recommendations

To have a part-time Human Rights Specialist work full-time but still keep the Department's general fund budget at its base level, the Mayor's Proposed Budget: increases federal Equal Employment Opportunity Commission (EEOC) revenues by \$12,500 from working an additional 25 cases in 2005; adds the remaining EEOC fund balance (accumulated from previous years); and shifts some non-personnel expenses to salaries and fringe benefits in the Department's General Fund budget. These changes allow the Department to have the Human Rights Specialist work full-time for nine months.

For the remaining funding of this position, the Department will initiate a HUD contract in the latter part of 2005 to generate additional revenues from investigating housing discrimination cases. This component requires that the Minnesota Legislature grant the City a waiver from the housing discriminations damages cap currently in state law.

Council Actions

The city council adopted the Human Rights budget as proposed by the Mayor.

Miscellaneous

Complaint Investigation/Enforcement

It is the public policy of the City, as established in Chapter 183 of the Legislative Code, to foster equal opportunity for all to obtain employment, education, real property, public accommodations, public services, contract and franchise without regard to their race, creed, religion, sex, sexual or affectional orientation, color, national origin, ancestry, familial status, age, disability, marital status or status with regard to public assistance, and strictly in accord with their individual merits as human beings. The department receives and investigates complaints from citizens who believe they have been discriminated against or treated in a manner that violates public policy.

During 2003, the Department handled over 11,500 calls from citizens that alleged discriminatory treatment or questions related to the Ordinance and the Rules. The Department accepted 171 complaints for full investigation.

Equal Employment Opportunity/Affirmative Action Contract Enforcement

The City requires that every contractor, who enters a contractual agreement to do business with the City, be an equal opportunity employer. To this end, contractors and companies should engage in and carry out affirmative action programs to assist protected class persons to become successful participants in the work force.

Every contractor, who enters into a contract or agreement with the city to provide goods or services and whose aggregate contracts total \$50,000 or more during the preceding twelve months, must develop and submit for review and approval by the Human Rights Department, their company's written affirmative action program.

Employment goals to address underutilization of women and minority workers are set for each construction project. The General Contractor for each project must make "good faith efforts" to achieve the utilization goals. The Department also monitors supply/service contractors' "good faith efforts" to recruit, hire, promote and retain qualified women and minorities in all levels of employment.

Elimination And Prevention

In 2005, the Department of Human Rights will continue its outreach and education efforts in a limited capacity. It will continue to engage in activities designed to prevent and eliminate prejudice, racism and discrimination, and acts of violence and bias. The dissemination of linguistically and culturally appropriate materials, hosting of workshops and the further implementation of the "Prejudice Isn't Welcome" campaign to educate citizens of the City on issues of prejudice, racism and discrimination will contribute to making our city safer for all its constituents.

The department will also implement marketing and outreach strategies to educate all our diverse communities on how to better access the services provided by the department. The following are marketing and outreach strategies for 2005:

- Giving the department greater visibility within community events by attending at least 50 community events, forums and/or meetings.
- Conduct a minimum of 4 public hearings to gather information on issues of discrimination and racism most relevant to community.
- Execute a department marketing and public relations campaign explaining how to access the services provided by the department.
- Work along with the Saint Paul Public Schools to eliminate prejudice, racism and discrimination in the schools by hosting 20 educational sessions at various schools in the District.
- Liaison with the business community to create employment opportunities for women and minorities through the Construction Partnership Program..

Hate/bias Response Plan

The Department of Human Rights and the Human Rights Commission developed a Hate/Bias Response Plan in 1998. The department and commission are currently working with community groups to implement the Plan to reduce hate/bias incidents and crimes in the city by creating a citywide network to counter hate/bias incidents by providing support and solidarity to victims of hate/bias incidents and to send a clear message that the community of Saint Paul will not tolerate expressions of hate or bias towards any member of the community.

The Fair Housing Project

The Department of Human Rights, the Human Rights Commission, the Minneapolis Civil Rights Office and the State Department of Human Rights in November of 2000 joined efforts in creating, training and recruiting a pool of pair-testers to assist each office in surveying and monitoring problem rental properties, banks and lending institutions.

Please contact the Department of Human Rights at 651-266-8966 for information on how you can participate in any of our educational, outreach or pair-testing programs.